

19 NOV 1976

MEMORANDUM FOR: Director of Training

FROM: [REDACTED] *jm*

STATINTL

VIA: Chief, Intelligence Institute

SUBJECT: End-of-Course Report: Introduction to CIA  
(Number 3: 27 October - 5 November 1976)

1. The third session of Introduction to CIA opened on 26 October and concluded on 5 November 1976. Student interest and participation remained high throughout the nine days, and with a few minor exceptions, all of the briefings were very well received. Based on the class written and oral evaluations and on the course chairmen's observations, the 29 students received a very worthwhile and effective introduction to the missions and functions of the Central Intelligence Agency.

2. This session was similar to the previous two runnings in design and in administration. The functional approach to CIA's missions and organization again proved to be a highly effective means of explaining the Agency's complex activities. One of the highlights was the evening session which was attended by the majority of the students, many of whom brought their wives. The attendees--particularly the wives--stated their appreciation for the evening social, and commented that [REDACTED] presentation on the Freedom of Information and Privacy Acts was very beneficial and enjoyable. The evening session, which may be the first that OTR has sponsored for new and directly hired professional employees and their spouses, will be repeated in the upcoming course.

STATINTL

3. In response to whether the course met the two stated objectives, the class assigned an overall rating of 6.1 [based on a 1 (lowest) to 7 (highest) scale]. This response is very positive given the fact that the student population consisted of new professional employees who had little choice about attending the course, and who probably had high expectations. The various subjects related to the

ADMINISTRATIVE - INTERNAL USE ONLY

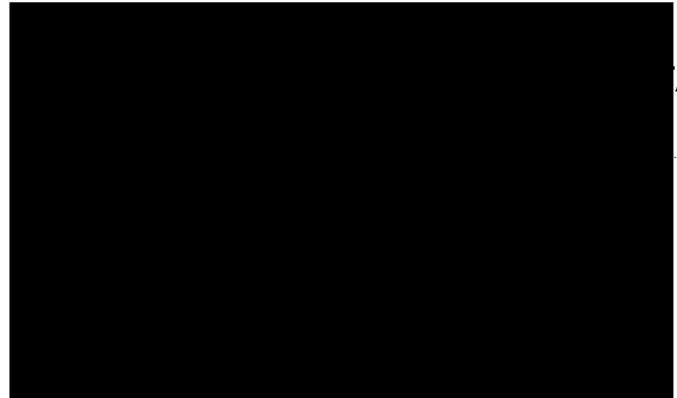
Approved For Release 2000/05/12 : CIA-RDP79-01590A000100030001-2

SUBJECT: End-of-Course Report: Introduction to CIA  
(Number 3: 27 October - 5 November 1976)

"Intelligence Cycle" triggered the most student interest. Specifically, the presentations covering covert, overt, and technical collection were frequently rated by the class as "most useful." In addition, the class expressed keen interest in the analysis of raw data and production of finished intelligence, and many concurred with our plans to expand coverage of this area in future runnings.

Attachments:

- 1 - End-of-Course Data
- 2 - Course Schedule
- 3 - Class Roster
- 4 - Student Evaluations



ATINT

**END-OF-COURSE DATA**DATE OF REPORT 5 November 1976COURSE: Introduction to CIA #3

(TITLE &amp; NUMBER)

RUNNINGS PER YEAR: 6**STUDENT ENROLLMENT**

ENROLLMENT CAPACITY	BEGINNING ENROLLMENT	UTILIZATION* (PER CENT)	NO. COMPLETING COURSE
40	31	73 percent	29

**CLASS COMPOSITION**

ORGANIZATION	DD/A	DD/I	DD/O	DD/ S & T	DCI	OTHER					TOTAL
NO. OF STUDENTS	4	12	2	10	2						29

	GRADE	YRS IN AGC'Y	TIME IN JOB	AGE
RANGE	4 to 12	1 mo. to 10 years	unknown	22 to 39
AVERAGE	8 1/2	10 months	unknown	27

\*BEGINNING ENROLLMENT

= UTILIZATION

ENROLLMENT CAPACITY

INTRODUCTION TO CIA

(Course Number Three)

26 October to 5 November 1976

Chamber of Commerce Building  
Room 902

Telephone Number: 2452

25X1A

Chairman  
Cochairman  
Training Assistant

Office of Training  
Intelligence Institute

## INTRODUCTION TO CIA

### Course Objectives

A member of the Introduction to CIA Course is expected to:

1. Gain a basic understanding of CIA, its organization and functions, as well as its relationship to the Intelligence Community; and
2. Acquire an understanding of the fundamentals of the intelligence process.

Tuesday, 26 October 19769:00-9:30      Introduction to the  
Course[REDACTED]  
Intelligence  
Institute,  
Office of Training  
Administration  
Directorate

25X1A

The Staff will discuss the objectives and the structure of the course, and outline administrative procedures.

9:30-9:45      Class IntroductionsClass and Staff

An important element of this course is the opportunity for all participants to share past experiences. We hope that many of you will call on the friends and contacts made over the next two weeks in carrying out your future responsibilities.

9:45-10:45      Missions and Functions  
of CIA[REDACTED]  
Chief, Intelligence  
and Midcareer Branch,  
Intelligence  
Institute,  
Office of Training

25X1A

The course begins with a broad overview of the intelligence process. [REDACTED] will survey the overt and covert means of collection, and the collation and analysis of this raw data. He will then describe the various types of production, including political, biographic, economic, military, scientific and technical. Later in the course, these elements will be discussed in greater detail.

25X1A

11:00-12:00      Small Discussion Groups:  
What do I want to know about  
the CIA?

The class will meet in small groups to share the images of the CIA that they brought into the Agency, and the questions they would like to have addressed in this course about the structure, missions, and administration of the Agency.

12:00-1:00      LUNCH

1:00-1:45

Reporting Session

Class and Staff

The class will exchange information surfaced during the preceding small group meetings. The Staff will record your questions and special concerns and alert guest speakers to your particular interests.

CIA AND ITS EMPLOYEES

In this section of the course, we will focus on you as employees. We will discuss your responsibilities to the Agency, and the various types of assistance and services available to you. Representatives from the Offices of Personnel, Medical Services, Training, and Security, will describe their on-going programs. In addition, problems involving the Inspector General's Office and Equal Employment Opportunity will be reviewed.

1:45-2:45

Personnel Management

Office of Personnel

25X1A

Personnel people serve your career needs from the time you enter on duty until your retirement. A representative of the Office of Personnel will comment on current trends in the Agency's approach to personnel management, including recent changes in the career service structure and the impact of "management by objectives" on personnel administration.

3:00-4:00

Equal Employment Opportunity

Omega J.C. Ware  
Director, Equal  
Employment  
Opportunity,  
Office of the DCI

During this session our speaker will discuss CIA's program for assuring equal employment opportunity, and the progress to date toward raising the level of minority employment. In addition, the complaint system for those who feel they have been discriminated against because of race, color, religion, sex, age, or national origin, will be explained.

Wednesday, 27 October 1976

8:30-9:15      Reading Period

This is the first of five scheduled periods for individual reading--not enough time for you to digest every article in your notebook. We have listed in the schedule the publications that would be most beneficial to you and hope that you will take the time to at least scan the remaining literature. If you need extra time, please feel free to come in early in the morning, stay after the afternoon presentations, or even to drop in during the weekend.

Suggested Reading:

1. Study Guide: Selected Terms and Abbreviations  
(CONFIDENTIAL) (Tab A)
2. Study Guide: The Organization of CIA  
(SECRET) (Tab A)
3. United States Foreign Intelligence Activities:  
Executive Order 11905, 19 February 1976  
(Tab A)

9:15-9:30      Security Clearance  
Briefing

Security Officer,  
Office of Training

25X1A

The representative of the Office of Security currently detailed to the Office of Training will briefly explain the special clearances that participants have received for the duration of this course.

9:30-10:45      Physical and Mental  
Health

Panel:

Office of Medical  
Services

25X1A

The Office of Medical Services operates an extensive network of clinical, psychological, and psychiatric services at home and abroad. Our panel will highlight various facets of this vital support to Agency people.



11:00-12:00

Training Agency  
Personnel

Deputy Director of  
Training

25X1A

One of the major concerns of new employees is to learn what kinds of training are available to Agency officers. [REDACTED] will describe new training requirements and what is being done to meet them. He encourages your personal questions about specific courses.

12:00-1:00

LUNCH

~~1:00-2:00~~

The Office of Inspector  
General

Inspector, Office  
of Inspector General

25X1A

2:30-3:30

The Inspector General is charged with overseeing Agency activities as directed by the DCI, investigating employee grievances and supervising audits of expended funds. The speaker will discuss the function of his expanding office in reviewing these activities in response to the recommendations of the Rockefeller Commission and in investigating employee grievances. He will describe some types of problems and situations which arise and require remedial action by top management.

~~2:15-3:30~~

Office of Security

Deputy Director for  
Policy and Management  
Administration  
Directorate

25X1A

1:00-2:15

Our speaker will present a broad overview of the missions and functions of the Office of Security, touching on new developments and current trends in all branches of security--personnel, technical, and physical. He will examine new challenges and the changing nature of the security threat that faces the Agency today.

Thursday, 28 October 1976

8:30-9:30

Reading

1. Key Intelligence Questions for Fiscal Year 1976, October 1975, USIB-D-22, 1/43 (SECRET NOFORN) (Tab C)
2. Perspectives for Intelligence 1976-1981, October 1975, USIB/IRAC-D-22, 1/44 (SECRET NOFORN) (Tab C)
3. [REDACTED] Text of Lecture on Evaluating the Intelligence Successes and Failures, 16 April 1976 (SECRET) (Tab D)
4. Some Likely Key Intelligence Questions for the 1980's, Planning Study for Research and Development, 1 June 1974, RDP 1, (SECRET NOFORN DISSEM, BACKGROUND USE ONLY) (Tab D)

25X1A

AGENCY MANAGEMENT CONCERNS

The problems confronting CIA's senior management have changed dramatically during the last two years. Today we will focus on selected issues that have had a major impact on the Agency's methods of operations. The topics include CIA and the media, Congressional oversight of Agency operations, judicial decisions involving CIA's past activities, and the Freedom of Information and Privacy Acts.

9:30-10:30

CIA and the Media

[REDACTED]  
Office of the  
Assistant to the  
Director

25X1A

The Agency's image as reflected in the press is a continuing concern with far-reaching implications. Our speaker will discuss various aspects of this problem and how the Agency attempts to deal with it.

10:45-11:45

CIA and Congress

[REDACTED]  
Deputy Legislative  
Counsel, Office of  
Legislative Counsel

25X1A

What is the current status of our congressional relations? What are our responsibilities to the special committees that oversee the Agency? How has Congress' view of the Agency and use of the Agency changed over the past several years? What will this relationship look like in the future? Our speaker will discuss these questions and others pertinent to this timely topic.

11:45-1:00

LUNCH

Optional Film: "A Point in Time"

1:00-2:00

CIA in Court

[REDACTED]  
Office of General  
Counsel

25X1A

The speaker will discuss the issues and problems created by the recent investigations of the Agency and changing political attitudes about intelligence and foreign affairs. The changing legal climate as well as new legislation impacting on the Agency will also be discussed.

5:00-7:00

Evening Session with Husbands or Wives

The Freedom of Information and Privacy Acts

[REDACTED]  
Chief, Information and Privacy Staff  
Administration Directorate

25X1A

The Freedom of Information Act and the more recent Privacy Act have already had considerable impact on the working methods and procedures of Government agencies, including CIA. Our speaker will examine the purposes and requirements of the Acts and will explore some of the problems they raise for management and personnel in the future.

THE INTELLIGENCE CYCLE

25X1A

THE COLLECTION OF INTELLIGENCE

STATSPEC

Friday, 29 October 1976

8:30-9:15

Reading

1. Views on Emerging Areas of Science and Technology Potentially Important to National Security, December 1975, STIC 75-4 (CONFIDENTIAL) (Tab D)

TECHNICAL COLLECTION

9:15-10:15

ELINT

Office of ELINT  
Science and  
Technology  
Directorate

25X1A

25X1A

will explain what ELINT is and how it operates to collect scientific and technical intelligence information through the intercept of foreign electromagnetic signals. The Agency OEL program objectives, collection operations, and contributions to intelligence will also be discussed.

10:30-11:30      Technology and Intelligence      (To Be Announced)

Our speaker will present an overview of the Agency's mission in the field of science and technology. He will comment on the contribution of collection systems to national intelligence and the impact of these systems on the work of the Agency and the Intelligence Community.

11:30-12:30      LUNCH

Optional Film: "The Blackbirds  
Are Flying"

This 15-minute movie is an historical review of the development of the SR-71 by Lockheed's California Company at Beale Airforce Base.

12:30      Bus leaves from Chamber of Commerce Building  
to [REDACTED] (meet at rear of Building)

25X1A

1:15-4:00      The Imagery Analysis  
Service

[REDACTED]  
Deputy Director,  
Imagery Analysis  
Service,  
Intelligence  
Directorate

25X1A

The contribution to intelligence of aerial photography and other imagery will be the subject of this lecture. The speaker will explain the way in which the tasks of imagery exploitation have been allocated within the Intelligence Community and the distinct functions of the Imagery Analysis Service (IAS) and the National Photographic Interpretation Center (NPIC). Vu-graphs will be used to demonstrate the arts of the photo interpreter and his contribution to analysis as well as to collection.

4:00      Bus to Chamber of Commerce Building.

Monday, 1 November 1976

8:30-9:00      Mid-Course Review and      Class and Staff  
                 Evaluation

The staff is interested in your views regarding the first week--what segments were most useful to you, and what are your recommendations for improvement?

25X1A



12:15-1:15      LUNCH      Optional Film: "The Kremlin"

**25X1A**

**Approved For Release 2000/05/12 : CIA-RDP79-01590A000100030001-2**

**Approved For Release 2000/05/12 : CIA-RDP79-01590A000100030001-2**

Tuesday, 2 November 1976

8:30-9:30

Reading

1. Guidelines for National Intelligence Production, 4 June 1976 (CONFIDENTIAL, NOFORN) (Tab A)
2. A Guide to the National Intelligence Community's Production Organizations and Their Products, October 1975 (SECRET) (Tab D)
3. The CIA Operations Center (CONFIDENTIAL) (Tab D)
4. "Is Espionage Necessary for our Society.", Herbert Scoville, Jr., Foreign Affairs, April 1976. (Tab B)

9:30-10:30

Office of Technical Service

25X1A

Office of Technical  
Service  
Science and  
Technology  
Directorate

The Office of Technical Service primarily provides technical support to operations of the Operations Directorate. You will have an overview of these activities and learn of the kinds of equipment and support which the Office can supply.

25X1A

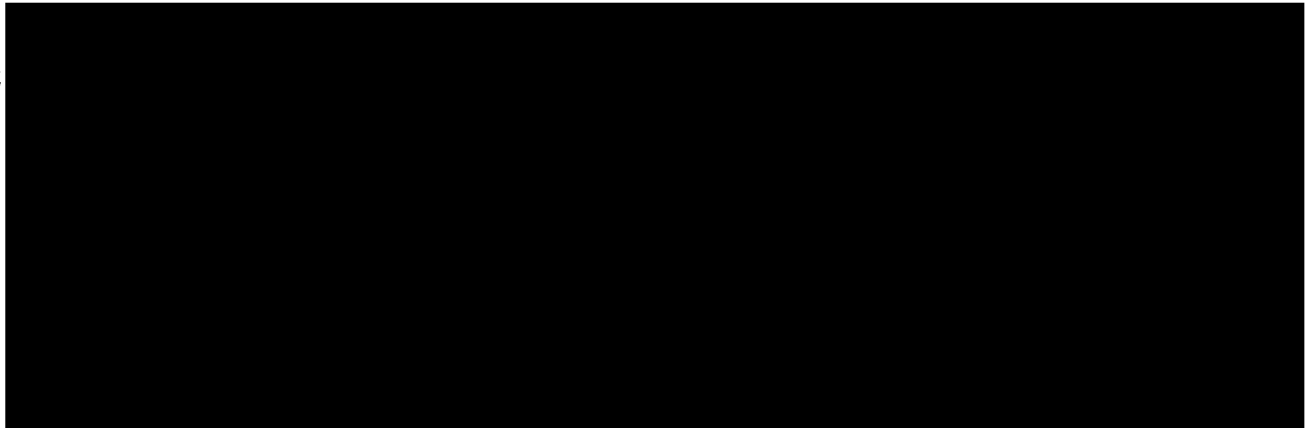


12:00-1:00

LUNCH

Optional Video Tape:  
William Colby Interviewed by  
Daniel Schorr: A CBS Special

STATSPEC



\*\*\*\*\*

2:30-3:45

Requirements and  
Evaluation: From  
Collection to Production

Assistant Comptroller  
Requirements and  
Evaluation  
Office of Comptroller

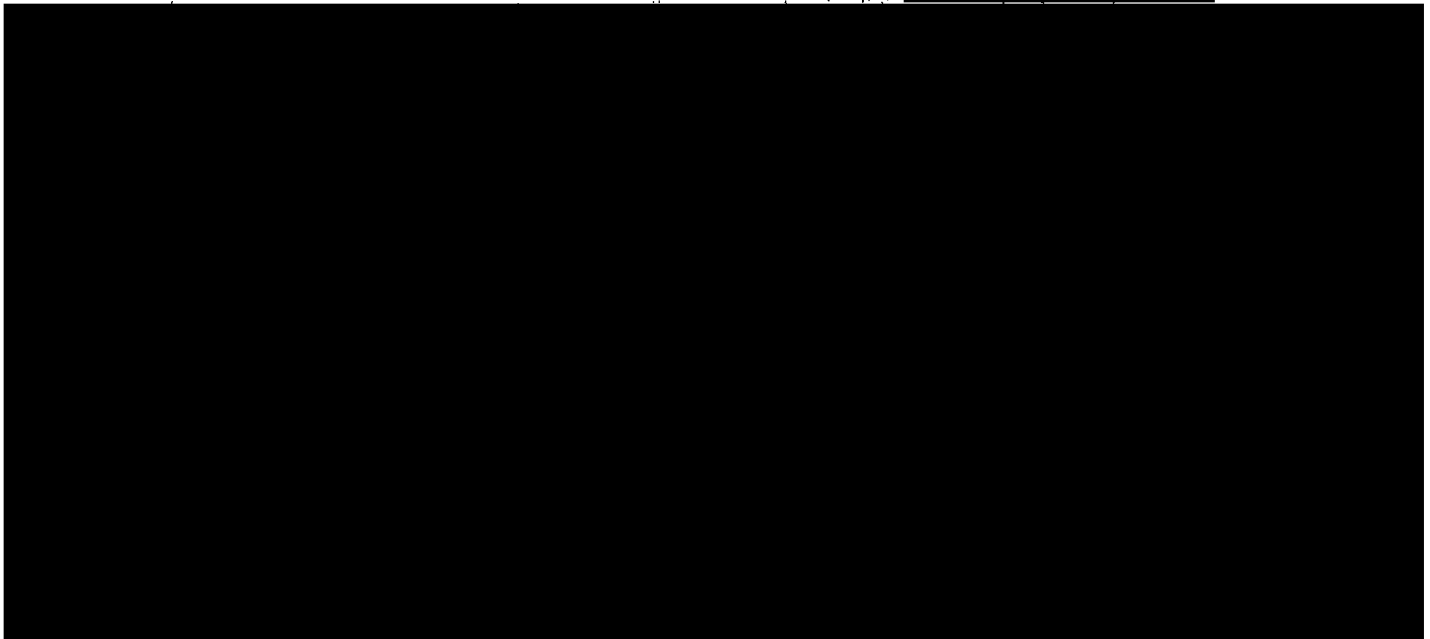
25X1A

25X1A

will review with the students the three major categories of intelligence collection, discuss the merits and disadvantages of each, and make some tentative assessments on their relative usefulness in the finished intelligence product.

ILLEGIB

ILLEGIB



THE PRODUCTION AND PROCESSING OF INTELLIGENCE

The final step in the intelligence cycle is the production of finished intelligence. We will also discuss the processing of information throughout the Agency. During this portion of the course, we consider four types of finished intelligence--current, research, economic, and scientific.

Wednesday, 3 November 1976

Meet at Headquarters, Room 6F-25

8:30-9:45

Current Intelligence  
Production

[REDACTED]  
Executive Officer,  
Office of Current  
Intelligence,  
Intelligence  
Directorate

25X1A

Current intelligence is that intelligence of all types and forms that is of immediate interest to policy and decision makers. The speaker will discuss CIA's role in producing national current intelligence, with special emphasis on the production and presentation methods presently in use.

10:00-11:30

The Nature and Problems  
of Intelligence Research

[REDACTED]  
Office of Strategic  
Research  
Intelligence  
Directorate

25X1A

[REDACTED] will describe the environment of the research process, and discuss the dynamics of resolving various intelligence problems. He will also describe the character of the research as it evolves throughout the development of a program. Examples will be drawn from case studies.

11:30-1:00

LUNCH

1:00-2:30

The Central Reference  
Service

[REDACTED]  
Deputy Director  
Central Reference  
Service  
Intelligence  
Directorate

25X1A

The Central Reference Service (CRS) has a dual function: It is a principal source of support to collectors and analysts; and, it also produces finished biographic intelligence. In outlining the office's interesting and varied functions, [REDACTED] explains ways that CRS can be of service to you. In addition, we will divide into two groups and tour the CIA Library, and the Document Library in the Terminal Access Point (TAP) Room.

25X1A

2:45-4:00

CIA Operations Center

[REDACTED]  
Deputy Chief,  
CIA Operations Center

25X1A

The Agency's 24-hour control center alerts Agency officials to critical events and is CIA's after-hours contact point to the Intelligence Community and the White House. After a discussion of the Center's functions and operations, the class will divide into small groups for a tour of the Center.

SUPPORT TO INTELLIGENCE

Intelligence collection, processing, and production require a variety of support mechanisms. During the next day you will hear about some of these activities.

Thursday, 4 November 1976

8:30-9:15 Film: Printing for Intelligence

An inside look at CIA's own printing facility, this film shows the process of turning raw copy into finished publications.

~~9:30-10:30~~ The Administration of  
11:00-12:00 Intelligence

~~████████████████████~~  
Executive Officer  
Administration  
Directorate

25X1A

The Executive Officer of the Administration Directorate will survey the Agency's extensive support services. He will discuss major administrative problems facing CIA and the ways in which the Agency is seeking to handle them.

~~10:45-12:00~~ Computer Support to  
9:30-10:45 Agency Activities

~~████████████████████~~  
Executive Officer  
Office of Data  
Processing  
Administration  
Directorate

25X1A

The computer has far-reaching applications as an information processor, as an analytical tool, and as an aid to managers and management. ~~████████████████████~~ will acquaint you with current and projected uses of computer systems in the Agency and describe the role and responsibilities of his office. He will also describe some existing programs and how ODP can be helpful to you as a potential user of computers.

25X1A

12:00-1:15

LUNCH

Optional Video Tape  
Lt. General Vernon Walters:  
Presentation to CIA Guest Speaker  
Program, 8 June 1976

1:15-2:30

The Agency's Communications

████████████████████  
Deputy Director of  
Communications  
Administration  
Directorate

25X1A

Communications are a vital link in all activities of the Agency, both at Headquarters and overseas. Our speaker will describe the various forms of communications handled by his office, the types of equipment employed, and the outlook for the future in terms of advancing technology.

2:45-3:45

Logistical Support

████████████████████  
Executive Officer  
Office of Logistics  
Administration  
Directorate

25X1A

Our speaker will acquaint you with the types of support provided by the Office of Logistics. These services include the motor pool, internal mail and courier systems, real estate procurement and maintenance, as well as printing and photographic support. Additionally, the changing image of Logistics will be discussed with respect to current trends such as the decline of overseas positions, increased automation, and the impact of recent federal regulations.

ILLEGIB

THE INTELLIGENCE COMMUNITY

Now that you have an appreciation for the issues and problems which face CIA today, and an understanding of the Agency's missions and functions, we will explore CIA's role in the Intelligence Community.

Friday, 5 November 1976

8:30-9:00      Reading

1. NIO Listing (SECRET) (Tab D)
2. Study Guide: "The United States Intelligence Community," a working paper by the Intelligence Institute, Office of Training, August 1976 (CONFIDENTIAL, NOFORN) (Tab A)
3. Guiding Principles of the Intelligence Community, 13 May 1976, Memorandum from George Bush to the National Foreign Intelligence Board Principals. (Tab A)

9:00-10:15

The National Intelligence Officer

Assistant Executive Officer for National Intelligence

25X1A

The National Intelligence Officers (NIOs) charged with responsibility for specific geographic or functional areas are one of the tools used by the Director to coordinate the work of the Intelligence Community. Our speaker will explain how an NIO works as a personal representative of the DCI to establish informal contacts across Agency and departmental lines and to provide coordinated responses to the requirements of policy makers. She will also speculate on the future of the NIO system.

10:30-12:00 The Intelligence Community

Executive Staff,  
Intelligence  
Community Staff

25X1A

This overview of the Intelligence Community will focus on the different member agencies of the Community and their interaction and cooperation. In addition, the management and oversight of the Community will be discussed with special emphasis on the responsibilities of the Director of Central Intelligence.

12:00-1:30 LUNCH

1:30-2:15 Film: George Bush Welcomes New Employees

This film was made especially for members of the Introduction to CIA course. The Director speaks very candidly about the many problems now facing CIA, and he offers his personal advice to people beginning a career with the Agency.

2:30-3:30 Written Evaluation and Final  
Administrative Matters

ILLEGIB

**ILLEGIB**

**Approved For Release 2000/05/12 : CIA-RDP79-01590A000100030001-2**

**Next 1 Page(s) In Document Exempt**

**Approved For Release 2000/05/12 : CIA-RDP79-01590A000100030001-2**



INTRODUCTION TO CIA

Evaluation Form

STATINTL

Name

Time in Agency:  
Less than 6 months X  
6 months-2 years \_\_\_\_\_  
Over 2 years \_\_\_\_\_

DDI/DER  
Directorate

You will recall there are two basic objectives of the Course.  
Now that you have completed the Course, you should have:

- Gained a basic understanding of CIA, its organization and functions as well as its relationship to the Intelligence Community.
- Acquired an understanding of the fundamentals of the intelligence process.

Any comments you make--especially constructive suggestions for improvement--will be valuable to us in designing or streamlining the next course. (Do not feel confined to these specific questions; if you wish to discuss any relevant topic, please feel free.)

1. Please indicate on the scale below the degree to which the Course met its stated objectives:

Slight					Highly Satisfactory	
1	2	3	4	5	6	7
/	/	/	/	/	/	/

2. Identify at least three items (general subjects or specific topics) that were the most useful to you:

OFFICE OF TECH. SERVICES

NIO

OCI

ICS

DCD

TRAINING

CRS

LOGISTICS

I CONSIDER USEFUL TO BE INTERPRETED AS "MEANINGFUL

Approved For Release 2000/05/12 : CIA-RDP79-01590A000100030001-2  
ADMINISTRATIVE - INTERNAL USE ONLY

BE OF VALUE TO ME IN MY DAILY WORK.

**STATINTL**

**Approved For Release 2000/05/12 : CIA-RDP79-01590A000100030001-2**

**Next 5 Page(s) In Document Exempt**

**Approved For Release 2000/05/12 : CIA-RDP79-01590A000100030001-2**

INTRODUCTION TO CIA

Evaluation Form

STATINTL

Name

DCI

Directorate

Time in Agency:

Less than 6 months ☒

6 months-2 years ☐

Over 2 years ☐

You will recall there are two basic objectives of the Course.  
Now that you have completed the Course, you should have:

- Gained a basic understanding of CIA, its organization and functions as well as its relationship to the Intelligence Community.
- Acquired an understanding of the fundamentals of the intelligence process.

Any comments you make--especially constructive suggestions for improvement--will be valuable to us in designing or streamlining the next course. (Do not feel confined to these specific questions; if you wish to discuss any relevant topic, please feel free.)

1. Please indicate on the scale below the degree to which the Course met its stated objectives:

Slight

Highly Satisfactory

1	2	3	4	5	6	7
/	/	/	/	/	/	/

2. Identify at least three items (general subjects or specific topics) that were the most useful to you:

EEO

ELINT

INTRO TO CLANDESTINE OPERATIONS

**STATINTL**

**Approved For Release 2000/05/12 : CIA-RDP79-01590A000100030001-2**

**Approved For Release 2000/05/12 : CIA-RDP79-01590A000100030001-2**

ADMINISTRATIVE - INTERNAL USE ONLY

INTRODUCTION TO CIA

Evaluation Form

STATINTL

[REDACTED]

Name

Time in Agency:

Less than 6 months ☒

6 months-2 years ☐

Over 2 years ☐

DDI  
Directorate

You will recall there are two basic objectives of the Course.  
Now that you have completed the Course, you should have:

- Gained a basic understanding of CIA, its organization and functions as well as its relationship to the Intelligence Community.
- Acquired an understanding of the fundamentals of the intelligence process.

Any comments you make--especially constructive suggestions for improvement--will be valuable to us in designing or streamlining the next course. (Do not feel confined to these specific questions; if you wish to discuss any relevant topic, please feel free.)

1. Please indicate on the scale below the degree to which the Course met its stated objectives:

Slight

Highly Satisfactory

1      2      3      4      5      6      ⑦

/      /      /      /      /      /      /

2. Identify at least three items (general subjects or specific topics) that were the most useful to you: (NOT NECESSARILY IN ORDER OF IMPORTANCE TO ME)

1. CIA and its employees
2. Covert Human Collection of Intelligence
3. Overt Collection of Intelligence
4. The Production and Processing of Intelligence (especially Current Intelligence Production session)
5. Technical Intelligence

ADMINISTRATIVE - INTERNAL USE ONLY

**STATINTL**

**Approved For Release 2000/05/12 : CIA-RDP79-01590A000100030001-2**

**Approved For Release 2000/05/12 : CIA-RDP79-01590A000100030001-2**

INTRODUCTION TO CIA

Evaluation Form

STATINTL



Time in Agency:

Less than 6 months ☒

6 months-2 years ☐

Over 2 years ☐

Intelligence  
Directorate

You will recall there are two basic objectives of the Course.  
Now that you have completed the Course, you should have:

- Gained a basic understanding of CIA, its organization and functions as well as its relationship to the Intelligence Community.
- Acquired an understanding of the fundamentals of the intelligence process.

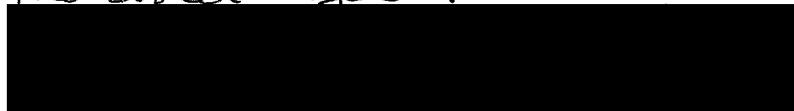
Any comments you make--especially constructive suggestions for improvement--will be valuable to us in designing or streamlining the next course. (Do not feel confined to these specific questions; if you wish to discuss any relevant topic, please feel free.)

1. Please indicate on the scale below the degree to which the Course met its stated objectives:

Slight					Highly Satisfactory	
1	2	3	4	5	6	7
/	/	/	/	(15)	/	/

2. Identify at least three items (general subjects or specific topics) that were the most useful to you:

The Soviet Target: Operational Priority.



OTS, NIO, Nature + Problems of Intelligence Research

STATSPEC

**STATINTL**

**Approved For Release 2000/05/12 : CIA-RDP79-01590A000100030001-2**

**Approved For Release 2000/05/12 : CIA-RDP79-01590A000100030001-2**



INTRODUCTION TO CIA

Evaluation Form

STATINTL

Name

Time in Agency:  
Less than 6 months  
6 months-2 years  
Over 2 years



OTS/DDS&T  
Directorate

You will recall there are two basic objectives of the Course.  
Now that you have completed the Course, you should have:

- Gained a basic understanding of CIA, its organization and functions as well as its relationship to the Intelligence Community.
- Acquired an understanding of the fundamentals of the intelligence process.

Any comments you make--especially constructive suggestions for improvement--will be valuable to us in designing or streamlining the next course. (Do not feel confined to these specific questions; if you wish to discuss any relevant topic, please feel free.)

1. Please indicate on the scale below the degree to which the Course met its stated objectives:

<u>Slight</u>					<u>Highly Satisfactory</u>	
1	2	3	4	5	6	7
/	/	/	/	/	/	/

2. Identify at least three items (general subjects or specific topics) that were the most useful to you:

- 1° - CIA AND THE MEDIA
- 2° - CIA IN COURT
- ✓ 3° - ELINT
- ✓ 4° - THE IMAGERY ANALYSIS SERVICE
- ✓ 5° - INTRODUCTION TO CLANDESTINE OP.
- 6° - THE SOVIET TARGET: OPERATIONAL PRIORITY
- ✓ 7° - OFFICE OF TECHNICAL SERVICE
- ✓ 8° - CENTRAL REFERENCE SERVICE

← #3°, 4°, 7° and 8° -  
- most useful to me.  
- All of them, very interesting.

**STATINTL**

**Approved For Release 2000/05/12 : CIA-RDP79-01590A000100030001-2**

**Approved For Release 2000/05/12 : CIA-RDP79-01590A000100030001-2**

INTRODUCTION TO CIA

Evaluation Form

STATINTL

Name

Time in Agency:

Less than 6 months

6 months-2 years

Over 2 years

✓

STATSPEC

DDI  
Directorate

You will recall there are two basic objectives of the Course.  
Now that you have completed the Course, you should have:

- Gained a basic understanding of CIA, its organization and functions as well as its relationship to the Intelligence Community.
- Acquired an understanding of the fundamentals of the intelligence process.

Any comments you make--especially constructive suggestions for improvement--will be valuable to us in designing or streamlining the next course. (Do not feel confined to these specific questions; if you wish to discuss any relevant topic, please feel free.)

1. Please indicate on the scale below the degree to which the Course met its stated objectives:

Slight

Highly Satisfactory

1	2	3	4	5	6	7
/	/	/	/	/	(1)	/

2. Identify at least three items (general subjects or specific topics) that were the most useful to you:

1. The Nature & Problems of Intelligence Research - (Briefing)
2. the Imagery Analysis Service (Briefing)
3. Reading material, specifically (in abbreviated titles):
  - a. Perspectives for Intelligence 1976-1981
  - b. Lecture on Eval Intel Successes & Failures
  - c. Likely KIQ's for the 1980's
  - d. Views on Emerging Areas of S&T...

3. Identify at least three items (general subjects or specific topics) that were least useful to you:

*CIA & The Media*  
*CIA & Congress*  
*CIA in Court*

4. Please identify any topics that were excluded from the Course that would have been useful to you:

5. Additional Comments:

INTRODUCTION TO CIA

Evaluation Form

STATINTL



Time in Agency:  
Less than 6 months   /    
6 months-2 years         
Over 2 years       

DDI  
Directorate

You will recall there are two basic objectives of the Course.  
Now that you have completed the Course, you should have:

- Gained a basic understanding of CIA, its organization and functions as well as its relationship to the Intelligence Community.
- Acquired an understanding of the fundamentals of the intelligence process.

Any comments you make--especially constructive suggestions for improvement--will be valuable to us in designing or streamlining the next course. (Do not feel confined to these specific questions; if you wish to discuss any relevant topic, please feel free.)

1. Please indicate on the scale below the degree to which the Course met its stated objectives:

<u>Slight</u>					<u>Highly Satisfactory</u>	
1	2	3	4	5	6	7
/	/	/	/	/	/	/

2. Identify at least three items (general subjects or specific topics) that were the most useful to you:

1. C.I.A. and the Media.
2. Film "Printing for Intelligence"
3. ELINT

**STATINTL**

**Approved For Release 2000/05/12 : CIA-RDP79-01590A000100030001-2**

**Approved For Release 2000/05/12 : CIA-RDP79-01590A000100030001-2**

ADMINISTRATIVE - INTERNAL USE ONLY

INTRODUCTION TO CIA

Evaluation Form

STATINTL

Name

DDI  
Directorate

Time in Agency:

Less than 6 months ☒

6 months-2 years ☐

Over 2 years ☐

You will recall there are two basic objectives of the Course.  
Now that you have completed the Course, you should have:

- Gained a basic understanding of CIA, its organization and functions as well as its relationship to the Intelligence Community.
- Acquired an understanding of the fundamentals of the intelligence process.

Any comments you make--especially constructive suggestions for improvement--will be valuable to us in designing or streamlining the next course. (Do not feel confined to these specific questions; if you wish to discuss any relevant topic, please feel free.)

1. Please indicate on the scale below the degree to which the Course met its stated objectives:

Slight

Highly Satisfactory

1	2	3	4	5	6	7
/	/	/	/	/	/	/

2. Identify at least three items (general subjects or specific topics) that were the most useful to you:

STATINTL

INTRO. TO CLANDESTINE OPERATIONS,  
CURRENT INTELLIGENCE PRODUC.  
Organization of the Intelligence Community

**STATINTL**

**Approved For Release 2000/05/12 : CIA-RDP79-01590A000100030001-2**

**Approved For Release 2000/05/12 : CIA-RDP79-01590A000100030001-2**



INTRODUCTION TO CIA

Evaluation Form

STATINTL

Name

DDA  
Directorate

Time in Agency:  
Less than 6 months  
6 months-2 years  
Over 2 years

☒  
☐  
☐

You will recall there are two basic objectives of the Course.  
Now that you have completed the Course, you should have:

- Gained a basic understanding of CIA, its organization and functions as well as its relationship to the Intelligence Community.
- Acquired an understanding of the fundamentals of the intelligence process.

Any comments you make--especially constructive suggestions for improvement--will be valuable to us in designing or streamlining the next course. (Do not feel confined to these specific questions; if you wish to discuss any relevant topic, please feel free.)

1. Please indicate on the scale below the degree to which the Course met its stated objectives:

Slight

Highly Satisfactory

1	2	3	4	5	6	7
/	/	/	/	/	/	/

2. Identify at least three items (general subjects or specific topics) that were the most useful to you:

*Collection of intelligence*  
*Imagery Analysis Service*  
*Administration of intelligence*

3. Identify at least three items (general subjects or specific topics) that were least useful to you:

Office of Inspector General  
Physical & Mental Health

4. Please identify any topics that were excluded from the Course that would have been useful to you:

Finance

5. Additional Comments:

Well-organized

INTRODUCTION TO CIA

Evaluation Form

STATINTL

Name

DDI  
Directorate

Time in Agency:

Less than 6 months ✓

6 months-2 years       

Over 2 years       

You will recall there are two basic objectives of the Course.  
Now that you have completed the Course, you should have:

- Gained a basic understanding of CIA, its organization and functions as well as its relationship to the Intelligence Community.
- Acquired an understanding of the fundamentals of the intelligence process.

Any comments you make--especially constructive suggestions for improvement--will be valuable to us in designing or streamlining the next course. (Do not feel confined to these specific questions; if you wish to discuss any relevant topic, please feel free.)

1. Please indicate on the scale below the degree to which the Course met its stated objectives:

<u>Slight</u>					<u>Highly Satisfactory</u>	
1	2	3	4	5	6	7
<u>1</u>	<u>1</u>	<u>1</u>	<u>1</u>	<u>1</u>	<u>1</u>	<u>1</u>

2. Identify at least three items (general subjects or specific topics) that were the most useful to you:

- 1 most useful was the presentation concerning the CRS
- 2 found most interesting the presentation by the DCD and also the look at the Operations Center
- 3 discussions with other members of our group on what they do and how they carry out their duties
- 4 also the presentation on the 28th - the CIA and Court - gave one an idea of the atmosphere surrounding the CIA

**STATINTL**

**Approved For Release 2000/05/12 : CIA-RDP79-01590A000100030001-2**

**Approved For Release 2000/05/12 : CIA-RDP79-01590A000100030001-2**

INTRODUCTION TO CIA

Evaluation Form

STATINTL

Name

DDI  
Directorate

Time in Agency:  
Less than 6 months ☒  
6 months-2 years ☐  
Over 2 years ☐

You will recall there are two basic objectives of the Course.  
Now that you have completed the Course, you should have:

- Gained a basic understanding of CIA, its organization and functions as well as its relationship to the Intelligence Community.
- Acquired an understanding of the fundamentals of the intelligence process.

Any comments you make--especially constructive suggestions for improvement--will be valuable to us in designing or streamlining the next course. (Do not feel confined to these specific questions; if you wish to discuss any relevant topic, please feel free.)

1. Please indicate on the scale below the degree to which the Course met its stated objectives:

<u>Slight</u>					<u>Highly Satisfactory</u>		
1	2	3	4	5	6	7	
/	/	/	/	/	X	/	

2. Identify at least three items (general subjects or specific topics) that were the most useful to you:

- ① CRS SERVICE
- ② DISCUSSION OF CURRENT INTELLIGENCE PRODUCTION  
(INCLUDING THE OPERATIONS CENTER)
- ③ DCD OPERATIONS

**STATINTL**

**Approved For Release 2000/05/12 : CIA-RDP79-01590A000100030001-2**

**Approved For Release 2000/05/12 : CIA-RDP79-01590A000100030001-2**

INTRODUCTION TO CIA

Evaluation Form

STATINTL

████████████████████

Time in Agency:

Less than 6 months

6 months-2 years

Over 2 years

X

NPIC  
Directorate

You will recall there are two basic objectives of the Course.  
Now that you have completed the Course, you should have:

- Gained a basic understanding of CIA, its organization and functions as well as its relationship to the Intelligence Community.
- Acquired an understanding of the fundamentals of the intelligence process.

Any comments you make--especially constructive suggestions for improvement--will be valuable to us in designing or streamlining the next course. (Do not feel confined to these specific questions; if you wish to discuss any relevant topic, please feel free.)

1. Please indicate on the scale below the degree to which the Course met its stated objectives:

<u>Slight</u>						<u>Highly Satisfactory</u>	
1	2	3	4	5		6	7
/	/	/	/	/		/	/

2. Identify at least three items (general subjects or specific topics) that were the most useful to you:

The tour ~~of the~~ and the briefing of the  
Imagery Analysis Service at NPIC.  
Computer support to Agency Activities  
Clandestine Operations  
Directorate of Science and Technology

3. Identify at least three items (general subjects or specific topics) that were least useful to you:

Equal Employment Opportunity

Personnel Management

Security Clearance briefing

Physical and Mental Health

4. Please identify any topics that were excluded from the Course that would have been useful to you:

5. Additional Comments:

Overall, Introduction to CIA  
is a very worthwhile course and very  
beneficial to the incoming personnel of the  
Central Intelligence Agency



INTRODUCTION TO CIA

Evaluation Form

STATINTL

Name

Time in Agency:

Less than 6 months

6 months-2 years

Over 2 years

OGC

Directorate

You will recall there are two basic objectives of the Course.  
Now that you have completed the Course, you should have:

- Gained a basic understanding of CIA, its organization and functions as well as its relationship to the Intelligence Community.
- Acquired an understanding of the fundamentals of the intelligence process.

Any comments you make--especially constructive suggestions for improvement--will be valuable to us in designing or streamlining the next course. (Do not feel confined to these specific questions; if you wish to discuss any relevant topic, please feel free.)

1. Please indicate on the scale below the degree to which the Course met its stated objectives:

Slight

Highly Satisfactory

1	2	3	4	5	6	7
/	/	/	/	/	/	/

2. Identify at least three items (general subjects or specific topics) that were the most useful to you:

1. Personnel Management

2. ELINT

3. Introduction to Clandestine Operations

**STATINTL**

**Approved For Release 2000/05/12 : CIA-RDP79-01590A000100030001-2**

**Approved For Release 2000/05/12 : CIA-RDP79-01590A000100030001-2**

INTRODUCTION TO CIA

Evaluation Form

STATINTL



Time in Agency:  
Less than 6 months ☒  
6 months-2 years ☐  
Over 2 years ☐

DDO  
Directorate

You will recall there are two basic objectives of the Course.  
Now that you have completed the Course, you should have:

- Gained a basic understanding of CIA, its organization and functions as well as its relationship to the Intelligence Community.
- Acquired an understanding of the fundamentals of the intelligence process.

Any comments you make--especially constructive suggestions for improvement--will be valuable to us in designing or streamlining the next course. (Do not feel confined to these specific questions; if you wish to discuss any relevant topic, please feel free.)

1. Please indicate on the scale below the degree to which the Course met its stated objectives:

<u>Slight</u>					<u>Highly Satisfactory</u>	
1	2	3	4	5	6	7
/	/	/	/	/	/	/

2. Identify at least three items (general subjects or specific topics) that were the most useful to you:

*CIA & the Media*  
*Freedom of Information Act*  
*IAS & the tour of NPIC*  
*DCD - OTS - NIO*

**STATINTL**

**Approved For Release 2000/05/12 : CIA-RDP79-01590A000100030001-2**

**Approved For Release 2000/05/12 : CIA-RDP79-01590A000100030001-2**

INTRODUCTION TO CIA

Evaluation Form

STATINTL



Name

SSI / OER  
Directorate

Time in Agency:

Less than 6 months

6 months-2 years

Over 2 years

X  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

You will recall there are two basic objectives of the Course.  
Now that you have completed the Course, you should have:

- Gained a basic understanding of CIA, its organization and functions as well as its relationship to the Intelligence Community.
- Acquired an understanding of the fundamentals of the intelligence process.

Any comments you make--especially constructive suggestions for improvement--will be valuable to us in designing or streamlining the next course. (Do not feel confined to these specific questions; if you wish to discuss any relevant topic, please feel free.)

1. Please indicate on the scale below the degree to which the Course met its stated objectives:

Slight

Highly Satisfactory

1	2	3	4	5	6	7
/	/	/	/	/	/	/

2. Identify at least three items (general subjects or specific topics) that were the most useful to you:

everything on DDD

ogc

Communications

**STATINTL**

**Approved For Release 2000/05/12 : CIA-RDP79-01590A000100030001-2**

**Approved For Release 2000/05/12 : CIA-RDP79-01590A000100030001-2**

INTRODUCTION TO CIA  
Evaluation Form

STATINTL

[REDACTED]

Time in Agency:  
Less than 6 months \_\_\_\_\_  
6 months-2 years \_\_\_\_\_  
Over 2 years X

DDO

Directorate

You will recall there are two basic objectives of the Course.  
Now that you have completed the Course, you should have:

- Gained a basic understanding of CIA, its organization and functions as well as its relationship to the Intelligence Community.
- Acquired an understanding of the fundamentals of the intelligence process.

Any comments you make--especially constructive suggestions for improvement--will be valuable to us in designing or streamlining the next course. (Do not feel confined to these specific questions; if you wish to discuss any relevant topic, please feel free.)

1. Please indicate on the scale below the degree to which the Course met its stated objectives:

<u>Slight</u>					<u>Highly Satisfactory</u>	
1	2	3	4	5	6	7
/	/	/	/	/	/	/

2. Identify at least three items (general subjects or specific topics) that were the most useful to you:

STATINTL

Trip to [REDACTED] and related briefings - just great!  
FLINT briefing  
DDI briefing  
Also particularly enjoyed the briefings by [REDACTED] (OGC),  
[REDACTED]

STATINTL

STATINTL

**STATINTL**

**Approved For Release 2000/05/12 : CIA-RDP79-01590A000100030001-2**

**Approved For Release 2000/05/12 : CIA-RDP79-01590A000100030001-2**



INTRODUCTION TO CIA

Evaluation Form

STATINTL

[Redacted]

Name

Time in Agency:

Less than 6 months

6 months-2 years

Over 2 years

\_\_\_\_\_  
X  
\_\_\_\_\_

DDST

Directorate

You will recall there are two basic objectives of the Course.  
Now that you have completed the Course, you should have:

- Gained a basic understanding of CIA, its organization and functions as well as its relationship to the Intelligence Community.
- Acquired an understanding of the fundamentals of the intelligence process.

Any comments you make--especially constructive suggestions for improvement--will be valuable to us in designing or streamlining the next course. (Do not feel confined to these specific questions; if you wish to discuss any relevant topic, please feel free.)

1. Please indicate on the scale below the degree to which the Course met its stated objectives:

Slight

Highly Satisfactory

1	2	3	4	5	6	7
/	/	/	/	/	/	X

2. Identify at least three items (general subjects or specific topics) that were the most useful to you:

CIA & THE MEDIA

INTELLIGENCE COMMUNITY ORGANIZATION

E.O. 11905

INTELLIGENCE PRODUCTS, SOURCES & METHODS

**STATINTL**

**Approved For Release 2000/05/12 : CIA-RDP79-01590A000100030001-2**

**Approved For Release 2000/05/12 : CIA-RDP79-01590A000100030001-2**

INTRODUCTION TO CIA  
Evaluation Form

STATINTL

[Redacted]

Time in Agency:  
Less than 6 months  
6 months-2 years  
Over 2 years

STATINTL

STAFF ☒

[Redacted]

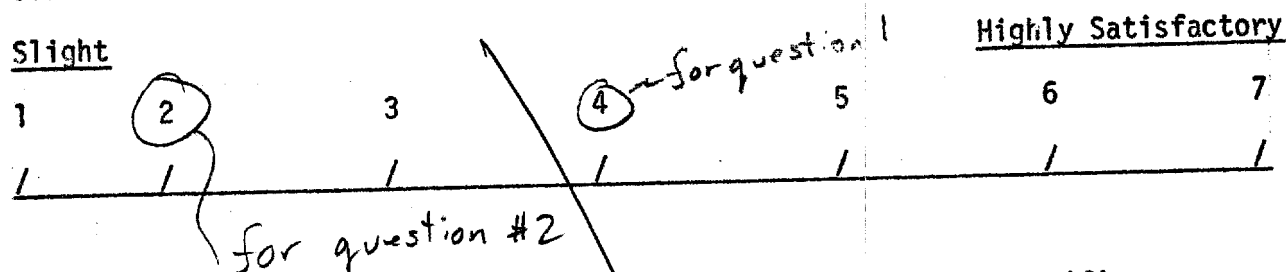
DDS+T  
Directorate

You will recall there are two basic objectives of the Course.  
Now that you have completed the Course, you should have:

- 1) -- Gained a basic understanding of CIA, its organization and functions as well as its relationship to the Intelligence Community.
- 2) -- Acquired an understanding of the fundamentals of the intelligence process.

Any comments you make--especially constructive suggestions for improvement--will be valuable to us in designing or streamlining the next course. (Do not feel confined to these specific questions; if you wish to discuss any relevant topic, please feel free.)

1. Please indicate on the scale below the degree to which the Course met its stated objectives:



2. Identify at least three items (general subjects or specific topics) that were the most useful to you:

*CIA and the Media*  
*IAS presentation*  
*OTS presentation*  
*CRS presentation*

*Not tabulated*

**STATINTL**

**Approved For Release 2000/05/12 : CIA-RDP79-01590A000100030001-2**

**Next 4 Page(s) In Document Exempt**

**Approved For Release 2000/05/12 : CIA-RDP79-01590A000100030001-2**

INTRODUCTION TO CIA

Evaluation Form

STATINTL

Name

DOI

Directorate

Time in Agency:

Less than 6 months

6 months-2 years

Over 2 years

✓

You will recall there are two basic objectives of the Course.  
Now that you have completed the Course, you should have:

- Gained a basic understanding of CIA, its organization and functions as well as its relationship to the Intelligence Community.
- Acquired an understanding of the fundamentals of the intelligence process.

Any comments you make--especially constructive suggestions for improvement--will be valuable to us in designing or streamlining the next course. (Do not feel confined to these specific questions; if you wish to discuss any relevant topic, please feel free.)

1. Please indicate on the scale below the degree to which the Course met its stated objectives:

Slight

Highly Satisfactory

1	2	3	4	5	6	7
/	/	/	/	/	/	/

2. Identify at least three items (general subjects or specific topics) that were the most useful to you:

IAS briefing and tour  
The briefing on Training Agency Personnel  
The briefing on CIA and the media  
The evening session on the Freedom of Information and Privacy Acts

**STATINTL**

**Approved For Release 2000/05/12 : CIA-RDP79-01590A000100030001-2**

**Next 12 Page(s) In Document Exempt**

**Approved For Release 2000/05/12 : CIA-RDP79-01590A000100030001-2**

INTRODUCTION TO CIA  
Evaluation Form

STATINTL

Name [REDACTED]

Time in Agency:  
Less than 6 months ☒  
6 months-2 years ☐  
Over 2 years ☐

DDS #7  
Directorate

ADD  
15 MONTHS  
AS A COUP

You will recall there are two basic objectives of the Course.  
Now that you have completed the Course, you should have:

- Gained a basic understanding of CIA, its organization and functions as well as its relationship to the Intelligence Community.
- Acquired an understanding of the fundamentals of the intelligence process.

Any comments you make--especially constructive suggestions for improvement--will be valuable to us in designing or streamlining the next course. (Do not feel confined to these specific questions; if you wish to discuss any relevant topic, please feel free.)

1. Please indicate on the scale below the degree to which the Course met its stated objectives:

<u>Slight</u>					<u>Highly Satisfactory</u>	
1	2	3	4	5	6	7
/	/	/	/	/	/	/

2. Identify at least three items (general subjects or specific topics) that were the most useful to you:

*CIA and Media - most interesting*  
*Security - helped explain the workings of the security office*  
*Intro. to Clandestine Operations - new field to many*  
*Inspector General - I never knew the IG did so much*

**STATINTL**

**Approved For Release 2000/05/12 : CIA-RDP79-01590A000100030001-2**

**Next 1 Page(s) In Document Exempt**

**Approved For Release 2000/05/12 : CIA-RDP79-01590A000100030001-2**



INTRODUCTION TO CIA

Evaluation Form

STATINTL

Name

Time in Agency:

Less than 6 months

6 months-2 years

Over 2 years

DDI - CRS - FEMA  
Directorate

You will recall there are two basic objectives of the Course.  
Now that you have completed the Course, you should have:

- Gained a basic understanding of CIA, its organization and functions as well as its relationship to the Intelligence Community.
- Acquired an understanding of the fundamentals of the intelligence process.

Any comments you make--especially constructive suggestions for improvement--will be valuable to us in designing or streamlining the next course. (Do not feel confined to these specific questions; if you wish to discuss any relevant topic, please feel free.)

1. Please indicate on the scale below the degree to which the Course met its stated objectives:

<u>Slight</u>					<u>Highly Satisfactory</u>	
1	2	3	4	5	6	7
/	/	/	/	/	/	/

2. Identify at least three items (general subjects or specific topics) that were the most useful to you:

① ORGANIZATION OF THE INTELLIGENCE COMMUNITY

② DDO ACTIVITIES

③ MISSIONS AND FUNCTIONS OF THE CIA

INTRODUCTION TO CIA

Evaluation Form

STATINTL

Name

DDA

Directorate

Time in Agency:

Less than 6 months

6 months-2 years

Over 2 years

X

You will recall there are two basic objectives of the Course. Now that you have completed the Course, you should have:

- Gained a basic understanding of CIA, its organization and functions as well as its relationship to the Intelligence Community.
- Acquired an understanding of the fundamentals of the intelligence process.

Any comments you make--especially constructive suggestions for improvement--will be valuable to us in designing or streamlining the next course. (Do not feel confined to these specific questions; if you wish to discuss any relevant topic, please feel free.)

1. Please indicate on the scale below the degree to which the Course met its stated objectives:

Slight

Highly Satisfactory

1	2	3	4	5	6	7
/	/	/	/	/	(1)	/

2. Identify at least three items (general subjects or specific topics) that were the most useful to you:

A. METHODS OF COLLECTION AND THE PROCESS FROM COLLECTION TO PRODUCTION

B. ORGANIZATION OF THE AGENCY AND THE FUNCTIONS OF EACH COMPONENT

C. EXPLANATION OF THE ROLE OF THE AGENCY IN THE INTELLIGENCE COMMUNITY AND ITS INTERACTIONS WITH STATE, DIA, ETC.

**STATINTL**

**Approved For Release 2000/05/12 : CIA-RDP79-01590A000100030001-2**

**Approved For Release 2000/05/12 : CIA-RDP79-01590A000100030001-2**